



FOX 5/WNYW

&



MY 9/WWOR-TV

Annual EEO Public File Report

**Coverage Period:
January 20, 2020 – January 31, 2021**

FOX 5/WNYW & MY 9/WWOR-TV
RECRUITMENT SUMMARY INFORMATION

Coverage Period: January 20, 2020 to January 31, 2021

Station's Comprising Station Employment Unit: WNYW-FOX 5 & WWOR-TV-MY 9

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Recruitment Source of Hire	Date of Hire
Director of Facilities	Website	03/02/20
Broadcast Maintenance Engineer – union position	Website	03/23/20
Chief HVAC/HVAC Engineer – union position	Website	03/30/20
Sales Assistant	Website	11/30/20
Traffic Coordinator	Website	12/14/20
News Writer/Producer – union position	Website	12/14/20
News Writer/Producer – union position	Website	12/30/20

Total Number of Persons Interviewed During Applicable Period: 76

Section 2: Recruitment Source Information

Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions For Which Source Was Utilized
Internal Job Postings Workday Career Section FTS Stations	7	Director of Facilities Broadcast Maintenance Engineer Chief HVAC/HVAC Engineer Sales Assistant Traffic Coordinator News Writer/Producer (2)
FOX Careers Website www.foxcareers.com	19	Director of Facilities Broadcast Maintenance Engineer Chief HVAC/HVAC Engineer Sales Assistant Traffic Coordinator News Writer/Producer (2)
MINORITY & WOMEN'S ORGANIZATIONS		
American Corporate Partners – ACP (Veterans Program) Samantha Laszlo 400 Madison Avenue, Suite 7A New York, NY 10017 info@acp-usa.org		Director of Facilities Broadcast Maintenance Engineer Chief HVAC/HVAC Engineer Sales Assistant Traffic Coordinator News Writer/Producer (2)
National Association of Hispanic Journalists (NAHJ) Carmen Cuisdao Cec2177@caa.columbia.edu	1	Director of Facilities Broadcast Maintenance Engineer Chief HVAC/HVAC Engineer
NY Association of Black Journalists (NYABJ) president@nyabj.org		Director of Facilities Broadcast Maintenance Engineer Chief HVAC/HVAC Engineer

<p>NYS Dept. of Commerce Minority & Women's Business Dev. 633 Third Avenue, 33rd Floor New York, NY 10017 mwbecertification@esd.ny.gov</p>		<p>Director of Facilities Broadcast Maintenance Engineer Chief HVAC/HVAC Engineer Sales Assistant</p> <p>Traffic Coordinator News Writer/Producer (2)</p>
<p>National Association of Asian American Professionals Knickerbocker Station P.O. Box 772 New York, New York 10002 info@naaap.org</p>		<p>Director of Facilities Broadcast Maintenance Engineer Chief HVAC/HVAC Engineer</p>
<p>National Hispanic Business Group 45 West 21st Street – Suite 6D New York, NY 10010 info@nhbg.org</p>		<p>Director of Facilities Broadcast Maintenance Engineer Chief HVAC/HVAC Engineer Sales Assistant Traffic Coordinator News Writer/Producer (2)</p>
<p>National Society of Black Engineers c/o Women in Science & Engineering wisedirector@nsbe.org</p>		<p>Director of Facilities Broadcast Maintenance Engineer Chief HVAC/HVAC Engineer Sales Assistant Traffic Coordinator News Writer/Producer (2)</p>
<p>National Association of Black Journalists P.O. Box 10 728 Flatbush Avenue Brooklyn, NY 11238 president@nabj.org jlwooten@nabj.org dbrooking@nabj.org</p>		<p>Director of Facilities Broadcast Maintenance Engineer Chief HVAC/HVAC Engineer Sales Assistant Traffic Coordinator News Writer/Producer (2)</p>
<p>New York Women in Communications 355 Lexington Avenue, 15th Floor New York, NY 10017 info@nywici.org</p>		<p>Director of Facilities Broadcast Maintenance Engineer Chief HVAC/HVAC Engineer Sales Assistant Traffic Coordinator News Writer/Producer (2)</p>

COLLEGES & UNIVERSITIES

Lehman College
Career Services Center
250 Bedford Park Blvd. West
Bronx, NY 10468
Nancy.cintron@lehman.cuny.edu

Director of Facilities
Broadcast Maintenance Engineer
Chief HVAC/HVAC Engineer
Sales Assistant
Traffic Coordinator
News Writer/Producer (2)

Hunter College
Room 805 East
New York, NY 10021
career@hunter.cuny.edu

Director of Facilities
Sales Assistant
Traffic Coordinator
News Writer/Producer (2)

Monmouth University
400 Cedar Avenue
West Long Beach, NJ 07764
jmass@monmouth.edu

Director of Facilities

St. John's University
8000 Utopia Parkway,
Queens, NY 11439
gonzalep@stjohns.edu

Director of Facilities
Broadcast Maintenance Engineer
Chief HVAC/HVAC Engineer
Sales Assistant
Traffic Coordinator
News Writer/Producer (2)

Brooklyn College
Journalism Director
2900 Bedford Avenue
Brooklyn, NY 11210
nataliag@brooklyn.cuny.edu

Director of Facilities
Sales Assistant
Traffic Coordinator
News Writer/Producer (2)

Queensborough Community College
Director of Career Services
222-06 56th Avenue
Bayside, NY 10013
Constance Peluso
careerservices@qcc.cuny.edu

Director of Facilities

INDUSTRY, TRADES, JOB BOARDS

New Jersey State Job Bank
John Fitch Plaza
Trenton, NJ 08625
Patricia Moran
workforce@dol.nj.gov

Director of Facilities
Broadcast Maintenance Engineer
Chief HVAC/HVAC Engineer
Sales Assistant
Traffic Coordinator
News Writer/Producer (2)

New York State Dept. of Labor Business Services-NYC Region 9 Bond Street, 4 th Floor Brooklyn, NY 11201 718-613-3491 Michael Caputo Michael.caputo@labor.ny.gov Nyc.jobbank@labor.ny.gov		Director of Facilities Broadcast Maintenance Engineer Chief HVAC/HVAC Engineer Sales Assistant Traffic Coordinator News Writer/Producer (2)
City of East Orange Division of Employment, Training, Workforce Development 143 New Street, 2 nd Floor East Orange, NJ 07017 Ladonna.johns@eastorange-nj.gov		Director of Facilities Sales Assistant Traffic Coordinator News Writer/Producer (2)

In addition to the recruitment resources listed above, we also interviewed 1 candidate from Hire Veterans, 26 from Indeed, 14 from LinkedIn, 1 from Glassdoor, 5 from employee referrals, 1 from Syracuse University, and 1 from Excellence in Journalism.

In addition to the above recruitment source information, job openings are sent to the Human Resources contact for each owned and operated FOX Television Stations nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

All FOX O&O Human Resources Station Contacts:

KTTV/KCOP-TV 1999 S. Bundy Drive Los Angeles, CA 90025 Denise.Rosas@foxtv.com	WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 Sharming.Scott-Nathan@foxtv.com	WTFX-TV 330 Market Street Philadelphia, PA 19106 Adrienne.Pritchett@foxtv.com
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 Nicole.Robles@foxtv.com	WAGA-TV 1551 Briarcliff Road, NE Atlanta, GA 30306 Regina.Davis@foxtv.com	KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 Tracey.Rivers@foxtv.com
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 Cyntyhia.Smith@foxtv.com	KSAZ-TV/KUTP 511 W. Adams Street Phoenix, AZ 85003 Diana.Pike@foxtv.com	WTTG/WDCA 5151 Wisconsin Avenue NW Washington, DC 20016 Murphy.Baker@foxtv.com
KMSP/WFTC 11358 Viking Drive Eden Prairie, MN 55344 Kate.O'Hara@foxtv.com	WOFL/WRBW/WOGX 35 Skyline Drive Lake Mary, FL 32746 Iraida.Morillo@foxtv.com	KTBC 119 E. 10 th Street Austin, TX 78701 Lisa.Cordes@foxtv.com
WJZY/WMYT 3501 Performance Road Charlotte, NC 24214 Karen.Bouldin@foxtv.com (until 3/1/2020)	KTVU/KICU-TV 2 Jack London Square Oakland, CA 94607 Chris.Nohr@foxtv.com	FOX Stations Sales 205 East 67 th Street New York, NY 10065 Bonnie.Yuen@foxtv.com
WTVT 3213 W. Kennedy Blvd. Tampa, FL Iris.Sierra@foxtv.com	TVHO 1211 Avenue of the Americas New York, NY 10036 Heather.Frascella@foxtv.com	KCPQ/KZJO 1813 Westlake Avenue, N. Seattle, WA 98109 Tracy.Rivers@foxtv.com (as of 3/2/2020)
WITI 90001 N. Green Bay Road Milwaukee, WI 53209 (as of 3/2/2020) Sharming.Scott-Nathan@foxtv.com		

It is the general practice to list all open positions on the WNYW and WWOR station websites in addition to the Fox careers website.

www.fox5ny.com
www.my9nj.com
www.foxcareers.com

Section 3: Supplemental Outreach Activities

1. (i) Participation in at least four (4) job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Our Stations regularly participate in local and national career/job fairs. Career/job fairs provide applicants and potential candidates with the opportunity to learn about FOX Television Stations and the job opportunities and internship/mentoring programs available within our group. A list of current job openings and station contact information is available upon request. FOX Television Stations, WNYW/WWOR-TV Human Resources and other management staff regularly participate in local and national conferences sponsored by minority and/or women's organizations. During the review period, such events included:

- Emma Bowen Virtual Career Fair – Emma Bowen Minority Interest in Media held a Career Fair on July 15, 2020 and attended by all FTS HR Directors. Recruitment for all FTS O&O's.
- National Association of Hispanic Journalists (NAHJ) & National Association of Black Journalists (NABJ) Virtual Convention & Career Fair - Held on August 5, 2020 – August 7, 2020. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), Tracey Rivers (KRIV/KTXH & KCPQ/KZJO), Regina Davis (WAGA), Iraida Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI) and VP News Directors Byron Harmon (WNYW/WWOR), John Hoffman (WTVT), Matt Piacente (WFLD/WPWR), Susan Schiller (KRIV/KTXH). Recruitment for all FTS O&O's.
- Asian American Journalists Association (AAJA) Virtual Trade Show – Held on August 12, 2020 – August 14, 2020. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), Kate O'Hara (KMSP/WFTC), Regina Davis (WAGA) and VP News Directors Scott Stucky (WAGA), John Hoffman (WTVT), Robin Whitmeyer (KDFW/KDFI). Recruitment for all FTS O&O's.

Section 3: Supplemental Outreach Activities continued.

2. (iv) Participation in at least four (4) events, sponsored by organizations representing groups in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.

WNYW/WWOR-TV are dedicated to community involvement and promoting higher education and diversity. Ongoing outreach efforts are supported by public speaking engagements by our staff, which includes, but is not limited to schools, local college/universities, civic, non-profit organizations and community events. During this reporting period, the Station participated in various community affairs programs and events:

- Fair Media Council Folio Awards; Garden City Hotel; Station was an event sponsor & station representatives attended virtually – April 23, 2020
- Harlem Week; Station was a media partner for week-long virtual events – August 16, 2020 thru August 23, 2020

Section 3: Supplemental Outreach Activities continued.

3. **(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.**

Internship Program

FOX 5/WNYW and MY 9/WWOR-TV have an ongoing Internship program for college juniors and seniors majoring in broadcast communications and/or journalism as well as other areas. Individuals have the opportunity to learn from trained professionals in various departments, including News, Good Day New York, Community Affairs, Sales, Sports, Creative Services, FOX Stations Sales and Human Resources. Candidates must be eligible to receive academic credit in order to be eligible for the program.

WNYW and WWOR provided an internship to 1 student for academic credit during the semester in the Spring of 2020, which was limited due to the global Covid-19 pandemic. The student interned in Good Day New York. The internship included a student from Ramapo College of New Jersey.

Section 3: Supplemental Outreach Activities continued.

4. **(vi) Participation in job banks, internet programs and other programs designed to promote outreach generally (i.e. that are not primarily directed to providing notification of specific job vacancies).**

Fountain House Transitional Employment Program

WNYW participates in the on-going transitional employment program with Fountain House, an organization that works within the mental health community, in their transition back into the workplace. Individuals work for six to nine months within the Station. The objective of the program is to break the negative stereotypes and debilitating stigma that surround the label of mental illness; in addition to helping those individuals regain their self-esteem, self-confidence and a sense of purpose in preparing them to pursue an outside paying job.

The Station currently employs three (3) individuals from the program.

Section 3: Supplemental Outreach Activities continued.

5. **(vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.**

The Stations also participate regularly in career mentoring and scholarship programs at schools and universities. Examples of such events during the period above include:

- **Emma L. Bowen Foundations for Minority Interests in Media**
Established in 1989, the Emma L Bowen Foundation for Minority Interests in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college.

The students earn both salaries and matching scholarship funds to be used for college tuition and related expenses. Over a period of up to five years, the students experience numerous aspects of corporate operation and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the student interned. Fox Television Stations have been a corporate partner in this program since its inception and two of the Company's executives are on the Foundation's Board.

As a result of WNYW & WWOR-TV's participation as a Media Partner in the program, many students have obtained training and staff jobs as well as funding for their college and university education. The program was limited this period due to the global Coronavirus pandemic.

Section 3: Supplemental Outreach Activities continued.

6. (viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.

WNYW and WWOR-TV encourage employees to apply for promotions for which they are qualified. In an effort to increase internal promotions, the station offers many internal cross-training opportunities. This enables the employees to acquire the necessary skills and experience needed to be considered for advancement opportunities. The Station has trained and promoted internally from the following programs:

Six Month Training Program

FOX 5/WNYW and MY 9/WWOR-TV offer a hands-on Six Month Training Program for college graduates interested in obtaining valuable experience in the various fields of Television Broadcasting. This training program requires no previous broadcast work experience, thereby, when the six-months training period is completed, the goal is to provide the trainee with the prerequisite skills to acquire an entry-level position in the broadcasting field.

The Six Month Training Program is offered in various departments, including News, Good Day New York and Production/Engineering. The program was limited this period due to the global Coronavirus pandemic.

Additional Department Training Opportunities

During this reporting period, the Stations provided training for employees in various departments:

Sales Department

- Monthly Traffic and Revenue Review – Ongoing for all FTS Sales, Traffic, GM and Finance personnel to discuss digital revenues and traffic.
- Sales EAP Support Session with Cynthia Green, LCSW – November 24, 2020 to provide EAP support and resources for all remote employees during the upcoming holiday season.

Finance Department

- Finance Townhall Seminars – Ongoing for all FTS Finance personnel to discuss updates, work processes and system updates.

Human Resources Department

- Workday Weekly Training Video Calls – Ongoing for all FTS HR Directors to review and implement HR work processes and system updates.
- Weekly HR Support Calls – Ongoing for all FTS HR Directors in supporting colleagues with implementing work processes and station updates during the Covid pandemic and current events.
- HR Seminar “Employment Law Developments in NY and California” – February 6, 2020 for all HR Directors within FOX groups for recent employment law developments and how FOX will comply with them.
- Mercer Covid Return to Work Webinar – May 7, 2020 for all HR Directors.
- Mercer Webex: Navigating What’s Next for Employers – May 19, 2020 for all HR Directors.
- Mercer Weekly: Responding to Racial Injustice – June 25, 2020 for all HR Directors.
- Worksite Access Personnel and Workcare Screening Training – July 22, 2020 and July 28, 2020 for roll-out of Workmatters/Workcare application to use for screening employees and contact tracing.
- Women@: A Conversation with Jean Fuentes, SVP of Human Resources on her career background, thoughts on leadership, mentoring and the importance of diversity and inclusion – October 13, 2020 for all employees.
- Workday Learning & Development Training - FOX Corporation offers Online Learning and Development Courses available for all employees. Several course sessions this reporting period included: “Leading in Times of Uncertainty,” “Well-Being at Work,” “Microsoft Office Excel” and “Microsoft Office Outlook” Tips & Tricks.
- Workday Learning & Development Training – Ongoing additional programs available for all employees include: “LinkedIn Learning,” “Mentor Match,” and “Harvard Business Mentor.”
- FOX Corporation Compliance Training – Ongoing yearly for all staff employees on “Annual Compliance Certification,” “Anti-Bribery and Anti-Corruption,” “Cyber Security-Phishing,” “Identifying Phishing Attempts,” “Anti-Trust Basics,” “Employee Safety Orientation,” “In-person Inclusion and Harassment Prevention Training for New York.”

In addition, workshops and seminars are conducted through the Company’s Employee Assistance Program (EAP) available for all employees. Various topics attended this reporting period included:

- "Session in Stress Relief" – April 24, 2020
- "Stress Management" – July 30, 2020
- "Becoming a Better You" – August 27, 2020
- "Financial Wellness Playbook" – October 8, 2020
- "Managing Interpretations & Expectations" – November 5, 2020
- "Finding Your Resilience During Covid" – November 18, 2020
- "Your New Normal & Staying Connected During Covid" – January 14, 2021

News Department

- Bitcentral Premiere Edit Classes & Premiere Pro Training Courses – September 17-25, 2020 for all News Engineers, Photographers, Editors, Writers, Reporters and News Managers.
- New Camera Training – October 19-23, 2020 for all News Photographers.
- iEvac Safety Hood Training – October 29, 2020 for all News Photographers.
- Adobe Photoshop Level 2 Training – December 2, 2020 for Luke Funk, Digital Content Director on Repairing Images.

Production Department

- Bit Central Training Classes – September 17-25, 2020 for all Control Room Engineers, DGA Directors and Director of Production.

Engineering Department

- Vela Training – August 2020 for all Maintenance Engineers and Engineering Managers.
- Bitcentral Premiere Edit Classes & Premiere Pro Training Courses – September 17-25, 2020 for all Maintenance Engineers and Engineering Managers.
- VMware vSphere 7 and vSAN 7 Training – September 2020 for all Maintenance Engineers and Engineering Managers.

In addition, the Station continues to provide training and certifications for various Station personnel appointed as Fire Safety Directors and Emergency Action Plan Directors, as required by New York State Fire Department.